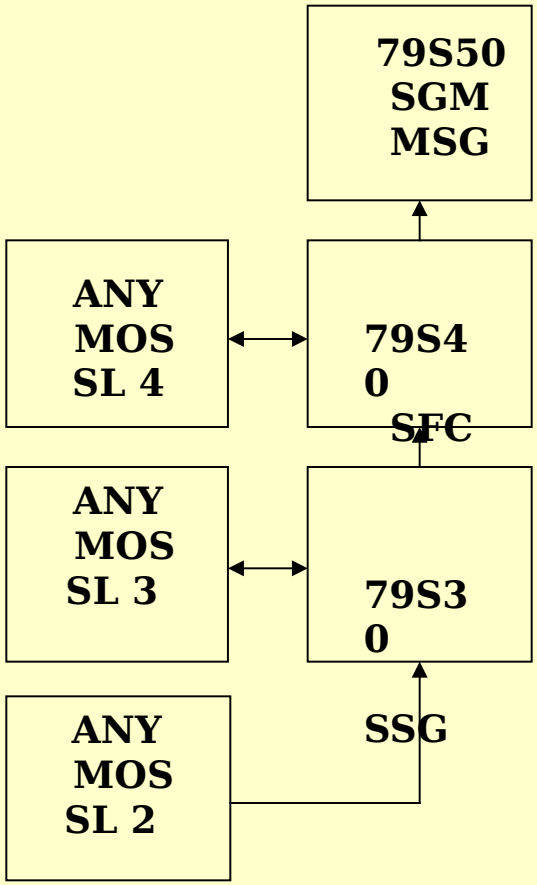
FY 06 SFC SELECTION BOARD BRIEFING

PROPONENT INFORMATION PACKET

MOS 79S CAREER PATTERN



NOTE: MOS 79S Has No

1SG or CSM Positions

MOS 79S

Mission

Develop Leaders, Improve Force Alignment and Impact Army End Strength. Specifically, Advise Leaders and Counsel Soldiers Employing the Four Phases of the Army Career Counseling System to Manage Retention, Force Alignment, Attrition and Reserve Component Transition.

MOS 79S DESCRIPTION

Soldiers in MOS 79S serve as a special staff advisers to Commanders and Command Sergeants Major on all matters relating to retention, reclassification, career development, separations, and attrition management. Specifically, MOS 79S duties are to counsel, reenlist, reclassify, or extend Soldiers in the Active Army, or transition separating Soldiers into the Reserve Components. MOS 79S assists in achieving and maintaining force alignment through the retention or transfer of qualified soldier into critical skills and locations. MOS 79S directly impacts Army end strength and is an effective force multipliers. 79S functions are critical to the war fighting effort and directly support the Five Pillars of Defense. These functions must continue during deployments, war and operations other than war, until suspended by the Secretary of the Army.

LEADERSHIP OPPORTUNITIES

Proponent Challenging Positions

Extremely High Risk

- Brigade Career Counselor

High Risk

- Battalion or Comparable Sized Element with 750 or More Enlisted Soldiers Assigned
- Separate Battalion
- Recruiter

Medium High Risk

- MEDDAC

Medium Risk

- Battalion or Comparable Sized Element with less than 750 Enlisted Soldiers Assigned

Army Wide Challenging Positions

Recruiter

Drill Sergeant

Instructor/ Writer

Quick Reference

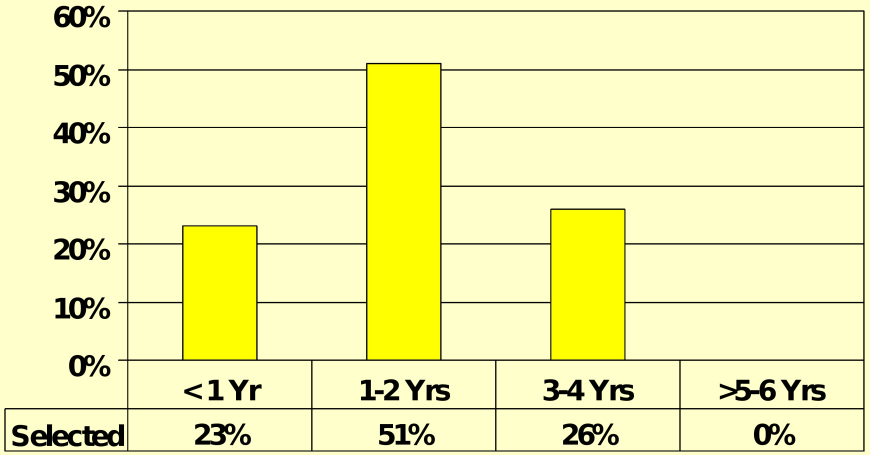
SQI H - Instructor
SQI V – Ranger Parachutist
SQI G - Ranger
SQI P – Parachutist
SQI 4 – Non-Career Recruiter
SQI X – Drill Sergeant
ASI 4R – Transition NCO
ASI 2B – Air Assault
ASI 5W - Jumpmaster
ASI 2S – Battle Staff Operations
ASI F7 – Pathfinder
ASI P5 – Master Fitness Trainer

EDUCATION

MILITARY EDUCATION:

- **FUNCTIONAL COURSES:**
  - **BNCOC**
  - **Transition NCO Course**
- **MOS ENHANCING COURSES**
  - **Recruiter**
  - **Ranger**
  - **Drill Sergeant**
  - **Airborne**
  - **Air Assault**
  - **Instructor**
  - **Battle Staff**
  - **Master Fitness**

CIVILIAN EDUCATION:



Percentage is of all SFC in this MOS selected fo promotion during the FY 05 SFC Selection Boar

223 Considered

84 Selected

UNIQUE MOS 79S CHARACTERISTICS

Unique Characteristics

- Key Player in Personnel Sustainment *(Army End-Strength)*
- Unusually High Degree of Responsibility
- Assigned to Commander's Special Staff
- Extremely Difficult and Demanding Duties Require Adaptability
- Diverse Assignments
- Works Without Direct Supervision
- ***No Platoon Sergeant, First Sergeant, or CSM Positions***
- Formal application for training; must be recommended by the Chain of Command and Retention SGM

Key Duties and Responsibilities

- Policy Advisor to the Commander on all Retention Matters
- Develops and Leads Command Retention Programs
- Negotiates and Consummates Contractual Service Agreements Between Soldiers and the Army
- Primary Source for Soldier Career Guidance and Planning
- Interprets Regulations for Leaders and Subordinates
- Plans, Develops and Coordinates Retention Budget
- Trains Soldiers and Leaders on Current Retention Policies
- Develops and Mentors Subordinate Counselors

SPECIAL MOS 79S CONSIDERATIONS

- **Successful Performance in Extremely High and High Risk Positions**
- **Successful Performance in Diverse Assignments and Locations (CONUS, OCONUS, MTOE/TOE, TDA, Recruiter, Drill Sergeant, Airborne, Instructor/Writer**
- **Demonstrated Pattern of Successful Performance in Reenlistment/Enlistment “Production” Positions**

79S CAREER PATTERN

20 years	SGM	**SL5** **Sr Army Career Counselor, Command Career Counselor, Retention Department Director, Retention Management Branch Chief**
15 years	MSG	**SL5** **Installation Sr Career Counselor, Brigade Senior Career Counselor, Chief Instructor/ Writer, Training Developer, Career Management NCO, HRC, Operations NCO**
10 years	SFC	**SL4** **Brigade Career Counselor, Separate Battalion Career Counselor, Recruiter, Instructor/ Writer, HRC, Operations NCO**
5 years	SSG	**SL3** **Battalion Career Counselor, Recruiter**

MOS 79S Career Development Model

RANK	SSG	SFC	MSG	SGM
Operational Assignments	Career Counselor BN/SQD 750 or less Soldiers *Squad Leader *Section Leader *Team Leader	Operations NCO in support of installation with SR Career Counselor, MACOM Career Counselor BN 750 or more Soldiers	Operations NCO in support of HQ of MACOM, CORPS,DIV, or other CMD with CMD Career Counselor SR Career Counselor BDE/REGT	Principle NCO in HQ of: MACOM, DIV/USASC, US Army Alaska, INSCOM/TAACOM Installation W/O DIV and more than 10,500 Soldiers
Additional Assignments	Support of BN or equivalent with 300 to 700 Soldiers Recruiter	Support of BN or equivalent 701 or more Soldiers, and less than 1,450 Instr Rctg & Reten Sch, Analyst HRC, Career Mgmt NCO	Support of BDE/REGT or Equivalent with 1,450 or more Soldiers ODCSPER, HQDA Chief Instr Rctg & Reten Sch, SR Analyst HRC, SR Career Mgmt NCO	Director-Retention School Chief-Retention Management Branch Policy and Eligibility Inquiry Branch SGM
Institutional and Special Skill Courses	Airborne (P), Air Assault (2B) Ranger (G) (V), Recruiter Course (4) Instructor Developer (H), Battle Staff Operations (2S) Master Fitness (P5)	Airborne (P), Air Assault (2B) Ranger (G) (V), Recruiter Course (4) Instructor Developer (H) Battle Staff Operations (2S) Master Fitness (P5) Manpower & Force Mgmt Middle Manager	Airborne (P), Air Assault (2B) Ranger (G) (V), Instructor Developer (H) Battle Staff Operations (2S) Master Fitness (P5) Manpower & Force Mgmt Middle Manager	Airborne (P), Air Assault (2B) Ranger (G) (V), Instructor Developer (H) Battle Staff Operations (2S) Master Fitness (P5) Manpower & Force Mgmt Middle Manager
NCOES Courses	**ANCOC**		**SMC**	
Recommended NCOES-Related Courses	PRIOR TO ANCOC		PRIOR TO SMC	
	Principles of Management, Technical Writing Organizational Behavior, Information Systems Manager Group Dynamics, Personnel Supervision Behavioral Science, Communication Skills		Research Techniques Human Resource Management Public Speaking Professional Writing	
Recommended CMF-Related Courses and Activities	SKILL LEVEL 30	SKILL LEVEL 40	SKILL LEVEL 50	
	Human Relations Marketing Statistics Business Management Business Administration Advanced Sales Psychology	Ldrship Mgmt Training Methodologies Marketing Statistics Business Management Business Administration Sales Management, Psychology	Behavioral Science, Public Relations Business Communications, Organizational Effectiveness Logic, Statistics, Business Management Business Administration Financial Management	
Recommended	AA / AS in: Business		BS / BA in: Business or Management (any specialty)	
	Marketing Statistics, Business Management Business Administration, Sales		Marketing, Psychology, Sociology, Human Resources	

CAREER COUNSELOR AND NCO AWARDS

- Department of the Army Career Counselor of the Year
- MACOM Career Counselor of the Year
- Division Career Counselor of the Year
- Sergeant Audie Murphy Club Inductee
- Sergeant Morales Club Inductee
- NCO of the Year
- NCO of the Quarter
- Recruiter of the Year
- Drill Sergeant of the Year
- Drill Sergeant of the Cycle
- Instructor of the Year
- Instructor of the Quarter

Promotion Potential Indicators

“Best Qualified” Potential

- NCOERs reflecting excellent performance in positions above current rank
- At least 24 successful rated months of performance in extremely high and high risk positions
- Exceeded course standards at NCOES and Functional courses

Assignments Should Reflect

- Assignment Diversity (CONUS/OCONUS; OPERATIONAL/INSTITUTIONAL; ON-PRODUCTION/ADMINISTRATIVE)
- A consistent demonstration of strong performance relative to peers

Rater/Senior Rater Evaluations

- Performance trends (success to excellence)
- Listed increased potential (promotion, schooling, assignments)

Demonstrated Initiative and Self Development

- Seeks high risk and challenging positions at the next or higher level
- Seeks learning opportunities through military and civilian education opportunities
- Exceeds Army physical fitness standards and is consistent with height and weight standards

79S CAREER MANAGEMENT POC

- SFC CARLTON C. EVANS JR. – CAREER MANAGEMENT NCO
- SGM GARY P. HELLUMS – DIRECTOR RETENTION DEPARTMENT
- DSN 734-8771/8246